

MINUTES OF THE MEETING OF THE
COMMISSION FOR WOMEN
DEPARTMENT OF ADMINISTRATION
April 7, 2016

The meeting of the Commission for Women was called to order by Chair JoAnn Elston at 10:00am on Thursday, April 7, 2016, in the State Public Works Division Conference Room, 515 E. Musser Street, Carson City, Nevada. The meeting was videoconferenced to Room 204 of the State Public Works Division Conference Room, 1830 E. Sahara Avenue, Las Vegas, Nevada. Exhibit A is the Agenda. Exhibit B is the Attendance Roster. All exhibits are available and on file in the Department of Administration, Director's Office.

COMMISSION MEMBERS PRESENT IN CARSON CITY:

JoAnn Elston, Chair
Karla Scott
Brooke Westlake
Anna Thornley

COMMISSION MEMBERS PRESENT IN LAS VEGAS:

Richann Bender, Vice Chair
Colleen Baharav
Durette Candito
Brenda Hughes
Allison Stephens
Diane Fearon

STAFF MEMBERS PRESENT:

Annette Teixeira
Mary Woods

OTHERS PRESENT:

Joanne Goodwin, UNLV, Professor and Director, Women's Research Institute of Nevada
Nancyann Leeder, Secretary, Nevada Women's Lobby
Katie Armstrong, Deputy Attorney General, Attorney General's Office
Diane Thornton, Senior Research Analyst, Research Division, Legislative Counsel
Bureau
Elisa Cafferata, President and CEO of Nevada Advocates for Planned Parenthood Affiliates
Marlene Lockard, Lobbyist, Nevada Women's Lobby

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Agenda Item #1 & #2 – Call to Order & Roll Call

Chair Elston:

I will now call this meeting to order and have the secretary call roll.

Agenda Item #3 – Public Comment

Joanne Goodwin, Women’s Research Institute of Nevada: We are in support of the Commission.

Nancyann Leeder, Nevada Women’s Lobby: We in support of the Commission.

Agenda Item #4 – For Possible Action Review of February 25, 2016, meeting minutes.

Chair Elston: Do I have a motion to approve the minutes as presented to the Commission?

A copy of the meeting minutes from the February 25, 2016, meeting was given to each member on the Commission for review and approval.

Motion for approval from Brooke Westlake, with Diane Fearon as the second. All were in favor of approval of the minutes from February 25, 2016.

Agenda Item #5 – Information Item – Commission Term Limits

Mary Woods, Department of Administration: I would like to remind the members of the upcoming term limits and the process to apply through our website, www.admin.nv.gov. We have four members who will expire: JoAnn Elston, Richann Bender, Karla Scott, and Brooke Westlake, will expire June 30, 2016.

Chair Elston: I will not be reapplying for the Commission. I will serve through June 30, 2016.

Agenda Item #6 – Information Item – Review of NRS 233I

Mary Woods: Reminder of the power and duties of the Commission. Please take time to review NRS 233I, Exhibit C.

Chair Elston: Please remember our mission is to propose legislation. We are on a short time frame for the upcoming session.

Agenda Item #7 – For Possible Action – Present Ideas of Potential Topics the Commission may explore to develop meaningful Legislation for the betterment of women.

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Mary Woods: I will be referencing two documents, Exhibit D, Status of Women in the States, and Exhibit E, the table of the responses from the Commission members on their areas of interest. I went through the report and matched up the responses that were given from the

Members on their topics of interest to try and get a consensus of most of the members, and also that have been selected from state reports and from grades that have been given to Nevada, and opportunities to improve those grades. There are two areas that have the most interest in pursuing that are referenced on the report; political participation and poverty and opportunity. There was also interest in pursuing some type of legislation regarding violence and safety for women.

I have looked for potential legislation that was proposed last session and that did not make it through the legislative process that covered some of the interests of this body. I will be presenting you with the different ideas for possible topics.

Taking into account violence and safety, and in looking at Exhibit D, they identified different legislative pieces that Nevada is missing. If Nevada had these in place, we would be getting a higher grade on this report. The areas are: does the State provide Unemployment Insurance benefits to domestic violence victims, does Nevada have an unemployment rights law for victims of domestic violence or for individuals convicted of a domestic violence crime, and is there a gun possession restriction? Nevada does not have any of the mentioned items.

Other areas that Nevada does not have laws, but other states do are: Is there a gun possession law for individuals convicted of misdemeanor stalking crimes? No. Is there required surrender of certain firearms by persons convicted of misdemeanor domestic violence? No. We may contact the states that do have these laws on the books for further information.

Nevada does have SB 175 that was effective June 2, 2015, and sponsored by Senator Roberson. This legislation attempted to address the background check. The only concern that other organizations have raised with the legislation is that it is a voluntary background check. There has been another initiative that was actually in a bill that was presented by Justice Jones in the 2013 Legislature that did not get voted in by the Governor but now there is a ballot initiative by the Nevadan's of Background Checks that is going to be on the voting ballot this November. The language for that vote is being developed now by the Secretary of State's office and should be public around August. This ballot initiative has much more strength. If it receives the votes, it will become law. The roll of the Commission on this would primarily be just as awareness and maybe help to gather votes, with an organized effort to help gather votes for the November.

Colleen Baharav: In looking at SB175 in my job as a prosecutor, it was our understanding that SB175 addressed misdemeanor convictions for domestic violence and the prohibition of possessing of a firearm if you have been convicted. Is there is some movement on SB175 that would that not the case?

Mary Woods: It is my understanding that the ballot initiative is primarily focused on the background checks. I do not believe that it would take away from anything in SB175 that is already in place. The initiative is primarily focused on requiring background checks for guns sales.

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Colleen Baharav: I have been amending our charging documents in our office to be more in line with the Federal Law. SB 175 indicated that if you have been convicted of a domestic crime as defined in federal law, that we would be able to charge that person with possession of firearm

by a prohibited person. I am not sure if this is in effect now, I am not that familiar with the law. If anyone is interested in learning more, this might address some of our concerns about safety with regards to firearms under this bill.

Mary Woods: Would you like this topic to be an agenda item at our next meeting?

Colleen Baharav: I just do not want to duplicate any efforts that have already been made. Maybe we can have an agenda item that addresses what SB 175 covers. Then clarification might be made when we are talking about safety.

Diane Thornton: Yes, you are correct that under SB 175 a person who has been convicted of a misdemeanor domestic violence in Nevada or any other state is prohibited from owning or have possession, custody or control any firearm. Similarly, anyone who has been issued an extended order of protection against domestic violence may not purchase or otherwise obtain a firearm during the time the order is in effect. A violation of these is a category B felony.

Colleen Baharav: Regarding SB 175, it is my understanding that there is not a mechanism in place for forfeiture of those firearms. This might be a good place to focus our attention on this issue, making sure that those firearms are not in the hands of people that qualify under the statute.

Diane Thornton: I will happy to look into this and report back.

Diane Fearon: I would just like to reconcile the conversation. The first discussion was talking about the ballot proposal where background checks would be the focus as it relates to safety. Our other member as brought up the prohibition of possessing firearm. Are they an overlap or are they complimentary? Because if someone is convicted you mentioned the forfeiture which is an excellent additional element, but also a background check might be necessary that they not acquire firearms, whether additional or new so that both may be needed to have a full affect in this regard.

Colleen Baharav: They would be complimentary not duplicative.

Mary Woods: The ballot initiative is focused on the background checks. The items that I was reading before where Nevada received a “no ranking” where items that were about relinquishing the firearm, if there is a misdemeanor conviction of domestic violence. Would you like to have this as an agenda item at our next meeting?

Chair Elston: Yes, with the support we are seeing for this topic; let’s make this an agenda item.

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Mary Woods: We will include this in Agenda Item #11.

On the Violence and Safety topic, there was legislation that was placed on the Chief Clerk's desk in April 2015, but did not receive any further action, which was AB 336. It involved provisions surrounding human trafficking. Human trafficking might be a topic we could also look at. This is legislation that is developed.

Agenda Item #8 – For Possible Action

Mary Woods: I have researched and spoken to many different groups that have already been involved with the legislative activity, trying to learn from them, that they might suggest that this group look into and consider. The following are just ideas that I developed by making phone calls.

The first group on the list is the Women and Children's Center of the Sierra. I spoke with Pam Russell, the Executive Director for the Women and Children's Center of the Sierra. Pam sent me different ideas of the areas that she saw as a big concern for the clients that she serves, which are primarily low income women. She stated that some of the biggest issues that would help her clients would be to look at the minimum wage, raising it to \$15.00 an hour. Low wages help keep women in poverty because they have to work more than one job. There was a recent calculation done for Reno and that a mom with two children must earn between \$53,000 and \$55,000 just for basic necessities. The financial aspect was a recurring theme throughout our conversation. I also spoke with Barbara Buckley and Dr. Nancy E. Brune from the Guinn Center and they also had the same theme in our conversation.

Pam Russell also shared that a need for young women is comprehensive sex education. The women that come to her still do not understand about birth control, how it is available, or if they need to bring their moms. She shared many comments that demonstrated this.

The third item that was discussed was child care. Subsidizing of child care to a greater extent. Currently the Division for Welfare and Supportive Services offers child care vouchers. You have to be already working in order to qualify for these vouchers. This leaves out all of the young moms who are still looking for employment.

The Division for Welfare and Supportive Services has a portion of their budget dedicated to child care assistance. The money goes to approved child care facilities or homes that are registered. We could potentially keep our finger on the pulse of this budget amount for the coming session, and if there is an increase in this section, that we show our support during the session. For the 2015-2017 Session, the state is giving 2.5 million dollars in each year.

Allison Stephens: Is part of this conversation including the income limits for women to be able to receive child care assistance through the subsidy's? My understanding is that the limits are so low that what you have is a large number of women who are kind of the working poor, who do not qualify for any type of assistance, and yet the majority of their check is going to child care. I would like to understand if we are also going to address that piece of this, as far as who is going to be eligible to receive those child care subsidies.

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Mary Woods: I know that DWSS does have public workshops where they get input from the public about different areas they would like to see changed in their requirements. There are different tiers of income and depending on how much subsidy you would receive or how much of a voucher you would receive. We could have someone come and talk to the Commission about this process.

Allison Stephens: I think that would be appropriate. I am generally concerned about those groups that are of a certain poverty level. Do they have access to the resources and those people that are a little bit above that, that do not necessarily qualify, but do not have enough income that get lost. I would like to focus on those individuals to understand how the process works for them. If we could get that as an agenda item I would appreciate it.

Mary Woods: I will make a note that we would like to find out more about the child care subsidy through DWSS.

The next item is diapers. The Women and Children's Center distributes about 8,000 to 10,000 diapers monthly. Ms. Russell stated that they could give away three times the amount of diapers if there was funding. Diapers cannot be purchased by food stamps and women need to have disposable diapers in order to go to child care facilities. If you have children in diapers, you need disposable diapers in order to work. Child care facilities require disposable diapers. This might be an area the Commission might want to further investigate as an item to pursue. Currently, diapers are a taxable item. We might try to get them as a nontaxable item. Also included in this is feminine hygiene products also taxed. There has been a recent news report that in Ohio there is a lawsuit looking at ending the tax of feminine hygiene products.

Karla Scott: The topics we have been talking about seem to focus on a certain demographic, would the diapers include also senior women, for adult diapers, if that tax would be removed for feminine hygiene?

Diane Thornton: It would depend on how you would define it. Currently, they are taxed through the sales and use tax.

Mary Woods: The final item on my list is Transportation Subsidies. This provides reliable transportation. Bus passes, such as the Reno bus service are \$65 per adult, \$32 per youth monthly. Having reliable transportation effects whether or not a woman can maintain a consistent form of transportation to and from work. Purchasing vehicles is also a risky endeavor for unprivileged women. In addition to possible being scammed, car upkeep, registration, and insurance are often an issue.

All topics above are centered on financial security.

Agenda Item 8., B:

Mary Woods: UNLV has a Women's Research Institute which is a self-supporting research arm of UNLV. We discussed with the Institute possibly of having an in-depth report done on the

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different aspects of women, possibly by geographic location in Nevada. A comprehensive report to supply data and research to make decisions moving forward. The last report was done in 2004. We do have smaller reports which are more recent. The last one was 2014. The proposal would be to propose legislation to help fund the report. If the funds go through this upcoming legislative session, the funds would be available July 1, 2017, for potential research for the report. The time frame would be now to start thinking about the funding in order to be able to complete the report.

They look at all states in comprising the smaller reports in order to grade the State. There may be other areas that we might want to look at in depth that are not captured in the report cards.

Dr. Goodwin also had an idea to look to NSHE faculty to ask them about doing executive papers to look at the categories that we already have or categories we have identified.

Nancy Bryne at the Guinn Center is also interested in considering doing a research focus on something that we might want them to look into. They have a board that decides and actually tells them what areas should have research projects.

Richann Bender: Is there a cost involved with the Executive Papers?

Dr. Goodwin: No.

Brenda Hughes: Is there anything that prohibits us as members of the Commission from raising private funds if there is not money available through the Legislature?

Mary Woods: We are actually able to per our NRS 233I.090. On our website, www.admin.nv.gov there is a webpage that has links to different resources, one of which is for the Women's Institute of Nevada.

Chair Elston: Due time, we will carry over to our next meeting the rest of Agenda Item 8.

Agenda Item #9

Elisa Cafferata, Progressive Leadership Alliance of Nevada: I am here today on behalf of the Nevada Coalition for Women. My report has been submitted to the commission secretary and is posted on your website. I am going to do a summary of the report. I looked at the Commission's topics of interest and I looked at them a little differently. If you lumped all of the votes for economic issues, they came out as the top priority for the Commission. The next issue was civic engagement, health, and then safety. Interestingly enough Education only received one vote of interest. I would make a case for you that there a lot of advocates for these issues. One of the things we really do not have a lot of advocates for is pay equity, equal pay of women. For so many Nevada families this would make a fundamental difference. To highlight a couple of the key statistics, almost half of our Nevada families are being supported by either a single woman or is the major wage earner. When you start looking at women making 70 cents per dollar with you are a white woman or as low as 30 cents in some studies per dollar, you see it is hard to keep these families afloat when you are making a fraction of what men are making. There is a great

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quote from the “Make it Work” Campaign saying, “I do not get charged less at the grocery store as a woman, so why do I not make the same amount of money?”

Pay Equity is an issue that you can champion. Pay is fundamental. It is immediate and it helps families across the board with all of these issues. There were several bills proposed and introduced last session. I did list a couple in my report. The stronger bill allowed for civil penalties and punitive damages. There is language available and we can share that with you to support a bill. Part of your conversation should be what would the priorities be and how would be approach it.

Erika Washington, State Director, Make it Work: The Make it Work Campaign has three top priorities. One being equal pay for women, affordable child care, and paid family leave. I am here today to offer myself and the Make it Work Campaign’s research as a resource for the Commission. Also, add to the memo that Coalition put out. We would also like to see is a public database that shows more transparency of employers and how much money they pay for various jobs and how it is broken down by sex, race, ethnic background, and paycheck fairness. I based in Las Vegas, but I do travel to Reno as well. If you go to our website, www.makeitwork.org, you find our full polices and proposals for all of our top issues.

Stacey Shinn, Progressive Leadership Alliance of Nevada: We came together because we want to pass an equal pay piece of legislation Exhibit F. But, being women who see issues in all areas of employment for women, we actually came up with a questionnaire that we are sending out to candidates for the Legislature, Exhibit G. Our focus is women in the workplace. In addition to equal pay for equal work, we want to ask the legislators if they support access to affordable birth control and family planning, increasing the minimum wage to \$15 an hour, mandatory paid leave for illness and maternity and paternity leave, and family care. We know that women that women are the majority of domestic workers, which do not fall under the minimum law and are mostly women of color. We are asking for legislation to protect these worker’s rights.

We are also highlighting affordable child care. We want to make sure that the cost is not more than 10% of a household income. Strong enforcement of title 9.

We ask that you support the equal pay legislation. If you are interested in any of these other issues, I am sure we will be working on them in the next legislative session.

Agenda Item #10

Mary Woods: We have been asked by the Legislative Sunset Committee to have an update about the activities of the Commission. The meeting is scheduled for April 21, 2016. We will need a commission member to present.

Chair Elston: Is there anyone available to attend this meeting?

Richann Bender: I will attend the meeting.

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Mary Woods: The meeting will be video-conferenced to Las Vegas.

Allison Stephens: I can also attend.

Agenda Item #11 – For Possible Action – Sunset Committee

Chair Elston: When I asked you all to list your two main concerns I thought that you would all come back in with one item. But, not one of the items was duplicated. We will be having speakers come in and speak on the Equal Pay for Women. This is a national problem not just a state problem. We will need direction on where we can help.

Mary Woods: This is the time we can focus on what we would like to accomplish at the next meeting. I have speakers willing to come. I have information about the firearms and then the child care subsidy. We have a focus on the employment – funding for those areas.

Chair Elston: Are these the areas we would like to cover in the next meeting or at least get information on them?

Anna Thornley: I agree that the equal pay is an important issue. I also would like to look at the paid leave for families when they have children. This might work in with equal pay.

Colleen Baharav: I agree that equal pay is also an issue, and I think that if we have speaker come in and talk about bills that were addressed previously, that maybe we would have a better grasp and be able to address your questions. As to what and how we would like to proceed on this issue. The issue is that is it such a broad question, we can have clarification.

Chair Elston: I do agree we seem to have an interest in the firearm legislation and also equal pay. Speakers for both of these issues would be helpful. We can then support these issues.

Annette Teixeira: We are looking at a new venue for our meetings. This will allow for a longer period of time to meet.

Agenda Item #12 – For Possible Action – Next Meeting

Chair Elston: I am looking at the next meeting to be held on May 19th.

Richann Bender: Can we also have a discussion on trying to get funding for our Commission? Is that appropriate to ask through the Legislature?

Chair Elston: Yes, we will be putting this on the next agenda.

Diane Fearon: I would also like to have on the agenda for the next meeting that we move forward with NSHE executive reports which do not have a cost.

Agenda Item 13 - Public Comment

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Amber Joiner, Assembly District 24, Assemblywoman: I want to express appreciation for all of the work you are doing. I remember attending a meeting in the 1990's, and I am glad you are back up and running. I offer my support and my help in any way I can. I just did an article about paid leave, equal pay and affordable child care. These are issues are care about, and are happy to help.

Stacey Shinn: We can offer to present potential legislation. We have already drafted language for the upcoming session. If you look at AB190 from the last session, Senator Spearman's bill, we can look at this for potential legislation. It has stronger language if the employer was not complying with law.

Chair Elston: This meeting is adjourned. Motion made by Richann Bender, and a second by Diane Fearon.

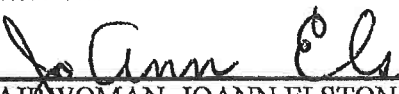
Chair Elston: This meeting is adjourned.

Respectfully submitted,



ANNETTE TEIXEIRA, COMMISSION SECRETARY

APPROVED:



CHAIR WOMAN, JOANN ELSTON



VICE CHAIRWOMAN, RICHANN BENDER

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Exhibit A	Agenda – 3 pages
Exhibit B	Attendance Roster - 2 pages
Exhibit C	NRS Chapter 233I – 2 pages
Exhibit D	Status of Women in the State – 4 pages
Exhibit E	Topics of Interest & Focus – 1 page
Exhibit F	Nevada Coalition for Women’s Equity – 5 pages
Exhibit G	Nevada Coalition for Women’s Equity Questionnaire – 2 pages



**STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
DIRECTOR'S OFFICE**

515 E. Musser Street, Room 300 | Carson City, NV 89701
Phone: (775) 684-0299 | www.admin.nv.gov | Fax: (775) 684-0298

Nevada Commission For Women
Public Meeting Notice

Date and Time of Meeting: Thursday, April 7, 2016, 10:00 a.m.

Place of Meeting: State Public Works Division Conference Room - North
515 E. Musser St. First Floor
Carson City, NV 89701

Videoconference Location: State Public Works Division Conference Room - South
1830 E. Sahara Ave. Room 204
Las Vegas, NV 89104

Below is an agenda of all items to be considered. **Action may be taken on items preceded by an asterisk (*) and the words "FOR POSSIBLE ACTION."**

Agenda

1. Call to Order
JoAnn Elston, Chair
2. Roll Call
Annette Teixeira, Staff
3. Public Comment
- *4. **FOR POSSIBLE ACTION** – Review and Approval of the Minutes for the February 25, 2016, Commission for Women Meeting
JoAnn Elston, Chair
5. **INFORMATION ITEM** - Reminder of Commission Member Term Limits and Process to Reapply
Mary Woods, Staff
6. **INFORMATION ITEM** - Review of NRS 233I.060 Powers and Duties of the Commission for Women
Mary Woods, Staff

7. **INFORMATION ITEM** - Show Results from Commission Member Categories of Interest Submissions and Show Potential Correlation with 2015 Nevada Status of Women Report Categories
Mary Woods, Staff
- *8. **FOR POSSIBLE ACTION** - Present Ideas of Potential Topics the Commission May Explore to Develop Meaningful Legislation for the Betterment of Women
Mary Woods, Staff
 - A. Women & Children's Center of the Sierra
 - B. Women Research Institute of Nevada, UNLV
 - C. Nevada Women's Lobby
 - D. Nevada Equal Rights Commission
- *9. **FOR POSSIBLE ACTION** - Present Draft Re-write of SB 167 of the 78th (2015) Session and Discuss.
NV Women's Coalition, *Bonnie Barber & Elisa Cafferata*
- *10. **FOR POSSIBLE ACTION** - Discuss request from Sunset Subcommittee of the Legislative Commission for an update on the CFW activities, April 21, 2016, 9 a.m. State Legislative Building in Carson City, Rm 3137
Mary Woods, Staff
- *11. **FOR POSSIBLE ACTION** - Discussion on Course of Action and Next Steps.
JoAnn Elston, Chair
- *12. **FOR POSSIBLE ACTION** - Discuss Date of Next Meeting
JoAnn Elston, Chair
13. Commission Member's Comments/Public Comments
- *14. **FOR POSSIBLE ACTION** - Adjournment
JoAnn Elston, Chair

Nevada Commission For Women

Unless noted as an action item, discussion of any item raised during a report or public comment is limited to that necessary for clarification or necessary to decide whether to place the item on a future agenda.

Public comment at the beginning and end of the agenda may be limited to three minutes per person at the discretion of the chairperson. Members of the public may comment on matters not appearing on this agenda or may offer comment on specific agenda items. Comments may be discussed by the Council but no action may be taken. The matter may be placed on a future agenda for action.

Additional comment periods may be allowed on individual agenda items at the discretion of the chairperson. These comment periods may be limited to three minutes per person at the discretion of the chairperson. These additional comment periods shall be limited to comments relevant to the agenda item under consideration by the Council.

All times are approximate. The chairperson reserves the right to take items in a different order or to combine two or more agenda items for consideration to accomplish business in the most efficient manner. The chairperson may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. The chairperson may call for a lunch break.

We are pleased to make reasonable accommodations for members of the public with disabilities and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Department of Administration Director's Office Executive Assistant, Annette Teixeira, at (775) 684-0299 or ateixeira@admin.nv.gov as soon as possible, and no later than 24 hours prior to the time of the meeting.

Notice of this meeting was posted in the following locations and online at www.notice.nv.gov which included an affidavit of posting:

Department of Administration, 515 E. Musser St., Carson City, NV Fax (775) 684-0298

State Public Works Division, 1830 E. Sahara Ave., Suite 204, Las Vegas, NV (702) 486-5094

NV State Library and Archives, 100 North Stewart Street, Carson City, NV Fax (775) 684-3330

Legislative Counsel Bureau, 401 S. Carson St., Carson City, NV Fax (775) 684-6705

Grant Sawyer Building, 555 E. Washington Ave., Las Vegas, NV Fax (702) 486-2012

Notice of this meeting and supporting materials are available on or after the date of this notice at http://admin.nv.gov/Boards/Women/Meetings/2016/2016_Meetings or you may contact Annette Teixeira at ateixeira@admin.nv.gov or (775) 684-0299.

Commission for Women

April 7, 2016, 10am, 1830 E. Sahara Ave., Room 204, Las Vegas

Name - Please Print	Role - member, public, etc.	Email
Richann Bender	Vice Chair Women's Commission	richann.bender@yahoo.com
DURETTE CAVIDITO	JOINTS COORDINATOR MEMBER	DURETTECAVIDITO@DESIGN.COM
Diane Fearon	member - Commission for Women	diane.f.fearon@gmail.com
Jolleen Baharal	Member - Commission for Women	
BRENDA HUGHES	MEMBER - (COMMISSAR)	
Jeanne Goodstein	Public	jeanne.goodstein@unlv.edu
CERIE WASHBURN		CERIE@MARKETHOUSE.ORG
Allison Stephens	Member	allisonastephens@gmail.com



Commission for Women

April 7, 2016, 10am, 515 E. Musser Street, Carson City, NV

Name - Please Print	Role - member, public, etc.	Email
Brooke N. Westlake	Board Member	photographybun@yahoo.com
Stacey Shinn	public	sshinn@placemada.org
Blaine Thornton	LCB	Diare.thornton@cb.state-nv.us
AMBER JOINER	ASSEMBLY MEMBER AD 24	amberjoiner@gmail.com
Nevada Leader	Nevada Women's Lobby	npleader@charter.net
Anna Thornley	Member	anna.f.thornley@gmail.com
Elisa Caffarella	NWPPA.	ecaffarella@nevadaadvocates.org



[Rev. 5/20/2016 3:31:51 PM--2015]

CHAPTER 233I - NEVADA COMMISSION FOR WOMEN

<u>NRS 233I.010</u>	"Commission" defined.
<u>NRS 233I.020</u>	Creation; membership; designation of Chair and Vice Chair; terms of officers.
<u>NRS 233I.030</u>	Members: Terms of office; reappointment; vacancies.
<u>NRS 233I.040</u>	Members: Reimbursement for certain expenses.
<u>NRS 233I.050</u>	Meetings; quorum.
<u>NRS 233I.060</u>	Powers and duties.
<u>NRS 233I.070</u>	Appointment of committees.
<u>NRS 233I.080</u>	Department of Administration to provide staff assistance; volunteer workers and consultants.
<u>NRS 233I.090</u>	Gifts, grants and contributions.

NRS 233I.010 "Commission" defined. As used in this chapter, unless the context otherwise requires, "Commission" means the Nevada Commission for Women.

(Added to NRS by 1991, 1910; A 1995, 1921)

NRS 233I.020 Creation; membership; designation of Chair and Vice Chair; terms of officers.

1. The Nevada Commission for Women, consisting of 10 members appointed by the Governor, is hereby created.
2. The members appointed to the Commission must reflect varied political philosophies regarding issues of concern to women.

3. The Governor shall designate one member of the Commission to serve as Chair and one member of the Commission to serve as Vice Chair.

4. Each Chair, Vice Chair and other officer of the Commission shall serve for a term of 1 year.

5. No more than five members of the Commission may be from the same political party.

(Added to NRS by 1991, 1910; A 1995, 1921)

NRS 233I.030 Members: Terms of office; reappointment; vacancies. Except for the initial members, the term of office of each member of the Commission is 3 years and commences on July 1 of the year of appointment. The members shall continue in office until their successors are appointed. Members are eligible for reappointment, except that no member may serve for any part of more than two consecutive terms. Vacancies must be filled by appointment for the unexpired terms by the Governor.

(Added to NRS by 1991, 1910; A 1995, 1921)

NRS 233I.040 Members: Reimbursement for certain expenses. Members of the Commission receive no compensation for their services, but are entitled to be reimbursed for all travel and other expenses actually and necessarily incurred by them in the performance of their duties, within the limits of money available from gifts, grants, contributions and other money received pursuant to NRS 233I.090.

(Added to NRS by 1991, 1910; A 1995, 1921)

NRS 233I.050 Meetings; quorum. The Commission shall meet at the call of the Chair as frequently as required to perform its duties, but no less than quarterly. A majority of the members of the Commission constitutes a quorum for the transaction of business, and a majority of those present at any meeting is sufficient for any official action taken by the Commission.

(Added to NRS by 1991, 1911; A 1995, 1921; 2013, 1617)

NRS 233I.060 Powers and duties.

1. The Commission shall study the changing and developing roles of women in society, including the recognition of socioeconomic factors that influence the status of women, and recommend proposed legislation.

2. The Commission may collect and disseminate information on activities, programs and essential services available to women in Nevada.

(Added to NRS by 1991, 1911; A 1995, 1921)

NRS 233I.070 Appointment of committees. The Chair of the Commission may, with the approval of the Commission, appoint committees from its members to assist in carrying out any of the functions or duties of the Commission.

(Added to NRS by 1991, 1911; A 1995, 1921)

NRS 233I.080 Department of Administration to provide staff assistance; volunteer workers and consultants.

1. The Director of the Department of Administration shall provide staff assistance to the Commission as the Governor deems appropriate.

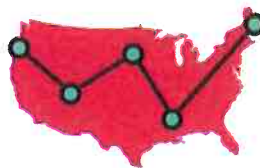
2. The Commission may engage the services of volunteer workers and consultants without salary as is necessary from time to time.

(Added to NRS by 1991, 1911; A 1995, 1921)

NRS 233I.090 Gifts, grants and contributions. The Commission may apply for and receive gifts, grants, contributions or other money from the Federal Government, private agencies, affiliated associations and other persons for the purposes of carrying out the provisions of this chapter and for defraying expenses incurred by the Commission in the discharge of its duties.

(Added to NRS by 1991, 1911; A 1995, 1921)

STATUS OF WOMEN IN THE STATES



www.statusofwomendata.org

IWPR #R439

The Status of Women in Nevada, 2015: Highlights

Women in Nevada have made considerable advances in recent years but still face inequities that often prevent them from reaching their full potential. Since the 2004 *Status of Women in the States* report was published, the gender wage gap in Nevada has narrowed, a higher percentage of women have bachelor's degrees, and women are more likely to work in managerial or professional occupations. Yet, as in all other states, women in Nevada are less likely than men to be in the labor force and more likely to live in poverty. Women also continue to be underrepresented in the state legislature.



If current trends continue, women in Nevada
will not see equal pay until the year **2044**.*



Women hold **31.7%**
of seats in the state legislature.

Key Findings

- Nevada's best grade is in the area of reproductive rights, for which it receives a B. Its worst grade is in political participation, for which it gets a D-.
- Nevada women who work full-time, year-round earn 83 cents on the dollar compared with similarly employed men.
- Approximately 31.0 percent of those working in science, technology, engineering, and mathematics (STEM) fields in Nevada are women, compared with 28.8 percent nationwide.
- As of 2015, there are no women of color in statewide elective executive office in Nevada, and no women of color from the state in the U.S. Congress.
- Women in Nevada who are unionized earn \$125 more per week, on average, than those who are not represented by a union.
- Approximately 22.2 percent of women in Nevada have a bachelor's degree or higher, an increase of about 6 percentage points since 2000.
- In 2012–2013, 13.9 percent of Nevada's four-year-olds were enrolled in state pre-K, preschool special education, or state and federal Head Start.
- Heart disease is the biggest killer of women in the United States. Nevada ranks 37 of 51 with a mortality rate of 147.0 per 100,000.

Nevada

Report Card Summary	
Political Participation	D-
Employment & Earnings	D
Work & Family	C-
Poverty & Opportunity	D
Reproductive Rights	B
Health & Well-Being	D

*Equal pay projection is based on rate of progress between 1959 and 2013. See Appendix A2 of *The Status of Women in the States: 2015* for sources and methodology. Calculated by the Institute for Women's Policy Research.

Table 1. How Nevada Ranks on Key Indicators of Women's Status

	2004 Report	2015 Report	Progress?	2015 Rankings and Grades		
				National Rank	Regional Rank	Grade
Political Participation Composite Rank	31	42	No	42	7	D-
Percent of Women Registered to Vote	51.6%	56.2%	Yes	49	8	
Percent of Women Who Voted	41.8%	45.4%	Yes	46	7	
Women in Elected Office Index (score)	2.72	2.02	No	25	5	
Women's Institutional Resources Index (score)	1.00	0.50	No	36	3	
Employment & Earnings Composite Rank	40	41	No	41	6	D
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$37,754	\$35,000	No	27	4	
Ratio of Women's to Men's Earnings	76.1%	82.7%	Yes	11	2	
Women's Labor Force Participation	60.9%	59.2%	No	24	3	
Percent of All Employed Women in Managerial/Professional Occupations	26.9%	31.0%	Yes	51	8	
Work & Family Composite Rank	n/a	23	n/a	23	2	C-
Paid Leave Legislation Index (score)	n/a	0.00	n/a	12	8	
Elder and Dependent Care Index (score)	n/a	1.44	n/a	13	2	
Child Care Index (score)	n/a	1.06	n/a	37	3	
Percentage Point Gap in Parents' Labor Force Participation Rate (fathers' labor force participation rate minus mothers' labor force participation rate)	n/a	29.1	n/a	39	3	
Poverty & Opportunity Composite Rank	33	39	No	39	6	D
Percent of Nonelderly Women with Health Insurance	81.5%	74.3%	No	48	7	
Percent of Women with a Bachelor's Degree or Higher	16.7%	22.2%	Yes	48	7	
Percent of Businesses Owned by Women	25.7%	28.6%	Yes	16	3	
Percent of Women Above Poverty	91.9%	85.3%	No	25	4	
Reproductive Rights Composite Rank	13	17	No	17	3	B
Health & Well-Being Composite Rank	42	40	Yes	40	8	D

Notes: See Appendices A1–A6 in *The Status of Women in the States: 2015* for methodology and sources. Earnings are in 2013 dollars and compare 2000 Decennial Census data with 2013 American Community Survey data. Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. The regional rankings are of a maximum of eight and refer to the states in Mountain West region (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming). n/a=not available. All indicators are defined so that a higher rate translates into higher rankings and letter grades. **Calculated by the Institute for Women's Policy Research.**

Table 2. Overview of the Status of Women of Color in Nevada

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Political Participation						
Number of Women in Statewide Elected Executive Office, 2015 (out of 6 offices)	1	0	0	0	0	0
Number of Women in U.S. Congress, 2015 (out of 6 offices)	1	0	0	0	0	0
Employment & Earnings						
Women's Median Annual Earnings (Full-Time, Year-Round), 2011–2013	\$41,426	\$28,000	\$33,762	\$36,000	\$32,000	\$35,000
Ratio of Women's to White Men's Earnings, 2011–2013	80.0%	54.1%	65.2%	69.5%	61.8%	67.6%
Women's Labor Force Participation, 2011–2013	58.1%	62.2%	60.9%	62.2%	59.9%	66.6%
Percent of All Employed Women in Managerial or Professional Occupations, 2011–2013	38.0%	16.4%	25.5%	29.5%	25.8%	26.4%
Poverty & Opportunity						
Percent of Nonelderly Women with Health Insurance, 2011–2013	81.3%	58.8%	72.7%	77.9%	60.9%	74.0%
Percent of Women with a Bachelor's Degree or Higher, 2011–2013	25.6%	9.5%	18.5%	33.8%	10.5%	25.0%
Percent of Women Above Poverty, 2011–2013	88.8%	78.6%	74.1%	88.3%	71.6%	83.4%
Reproductive Rights						
Infant Mortality Rate (deaths of infants under age one per 1,000 live births), 2010–2012	5.1	4.9	9.0	4.4	n/a	n/a
Percent of Low Birth Weight Babies, 2013	7.4	6.9	12.7	n/a	n/a	n/a
Health & Well-Being						
Female Heart Disease Mortality Rate, per 100,000, 2011–2013	158.2	87.1	210.7	77.9	95.6	n/a
Female Lung Cancer Mortality Rate, per 100,000, 2011–2013	48.9	15.7	38.2	17.9	n/a	n/a
Female Breast Cancer Mortality Rate, per 100,000, 2011–2013	25.2	11.2	28.3	15.0	n/a	n/a
Average Number of Days per Month on Which Mental Health is Not Good, 2011–2013	4.8	3.8	6.1	3.0	7.2	6.6
Average Number of Days per Month on Which Activities Are Limited by Health Status, 2011–2013	5.0	4.4	6.2	3.2	7.2	8.3

Notes: n/a=not available. Data on statewide elected executive office include the governorship. Earnings are in 2013 dollars. Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. See Appendices A1–A2 and A4–A6 of *The Status of Women in the States: 2015* for sources and a description of how race and ethnicity are defined in the data presented here. **Calculated by the Institute for Women's Policy Research.**

Table 3. Nevada State Laws

Provide the Right to Earn Paid Sick Days	No
Adopted the Medicaid Expansion under the ACA or State Medicaid Family Planning Services Eligibility Expansion	Yes
Recognize Same-Sex Marriage and/or Allow Second-Parent Adoption	Yes
Allow Women to Obtain an Abortion without a Mandatory Waiting Period	Yes
Bar Gun Possession for Individuals Convicted of Misdemeanor Domestic Violence Crimes	No

Notes: Data are current as of April 2015, except for the bar on gun possession, which is current as of June 2014. See Appendices A3, A5, and A7 of *The Status of Women in the States: 2015* for sources.

Compiled by the Institute for Women's Policy Research.

Table 4. Basic Demographic Statistics for Nevada

Total Population, 2013	2,790,136
Number of Women and Girls, All Ages, 2013	1,386,739
Proportion of Women Aged 65 and Older, 2013	14.6%
Proportion of Women Who Are Immigrants, All Ages, 2013	19.9%
Number of Female Same-Sex Partner Households, 2011–2013	2,777
Percent of All Households Headed by Single Mothers with Children Under Age 18, 2013	7.4%

Note: See Appendix B8 in *The Status of Women in the States: 2015* for additional demographic information.

Sources: IWPR analysis of American Community Survey microdata.

About the Status of Women in the States



The Status of Women in the States is an ongoing research project conducted by the Institute for Women's Policy Research (IWPR) to measure and track the status of women in all 50 states and the District of Columbia. IWPR appreciates the support of the Ford Foundation, the American Federation of Teachers, and the Women's Funding Network for the production of this fact sheet.



The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute's research strives to give voice to the needs of

women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University.

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COMMISSION FOR WOMEN
TOPICS OF INTEREST & FOCUS March 31, 2016

JoAnn Elston	
Richann Bender	1. Employment and Earnings/Equal Pay for Women in Nevada and Increase Percent of Women in Managerial/Professional Occupations 2. Political Participation
Colleen Baharav	1. Permanent Protection order for victims of domestic violence 2. Education & Occupational Training
Durette Candito	1. Women in Business 2. Human Trafficking
Diane Fearon	1. Poverty & Opportunity 2. Political Participation from the Nevada Report Card Summary
Brenda Hughes	1. Domestic Violence 2. Leadership
Karla Scott	1. My focus choice is increasing the number of registered women voters, through community outreach, public service, and early education (high school seniors, college freshmen), as well as assistance for senior women. This is a goal that is measurable and could make a significant impact on other areas we would like to tackle that are bigger in scope, education, healthcare and poverty.
Allison Stephens	1. Poverty 2. Access to Medical Care
Anna Thornley	1. Maternity Leave 2. Promoting work-life balance for moms
Brooke Westlake	1. Health & Well-Being 2. Poverty & Opportunity



NEVADA COALITION FOR WOMEN'S EQUITY

To: Nevada Commission on Women
From: Nevada Coalition for Women's Equity
Re: Proposed legislation: pay equity
Date: April 6, 2016

Thank you for the opportunity to comment on proposed legislation for the Nevada Commission on Women to promote during the 2017 legislative session. The Nevada Coalition for Women's Equity is an alliance working on equity issues to make a significant impact in the lives of women and families in Nevada. Given the priorities identified by this Commission (summary attached), pay equity is arguably one of the best ways to advance the wellbeing of women in Nevada in all of your priority areas.

Why is pay equity important?

Pay inequality is fundamentally a family issue. In almost half of American families (40%), women are the only or the primary earners in their households. They need to make the same amount as men who are doing the same work, not just because it is the right thing, but also because so many of Nevada families are *relying* on that fair pay.

It is important to note that 2/3rds of all minimum wage earners in this country are women. They also represent 2/3rds of tipped workers. The impact of pay level on families is significant. According to a recent AAUW study:

On average, women who work full-time earn about 79 cents for every dollar a full-time male worker earns. Over a lifetime (47 years), the total estimated **loss of earnings** of women compared to men are \$700,000 for a high school graduate, \$1.2 million for a college graduate and \$2 million for a professional school graduate.

AAUW's report *Graduating to a Pay Gap* found an **unexplainable** seven percent difference in the earnings of male and female college graduates **one year after graduation**, even after accounting for many factors including college major, occupation, industry, sector, hours worked, workplace flexibility, experience, educational attainment, enrollment status, GPA, college selectivity, age, race/ethnicity, region, marital status, and motherhood. Clearly, the wage gap exists.

The wage gap persists across all racial and ethnic groups, and it is found in every state. The most recent AAUW report, *The Simple Truth About the Gender Wage Gap*, found that among full-time workers in 2013, Hispanic, American Indian, African American, and Native Hawaiian women had lower median annual earnings compared with non-Hispanic white and Asian American women. The wage gap was largest for Hispanic and Latina women, who were paid only 54 percent of what white men were paid in 2014.¹

¹ Source: AAUW, <http://www.aauw.org/what-we-do/public-policy/aauw-issues/gender-pay-gap/>



NEVADA COALITION FOR WOMEN'S EQUITY

What policy options are there to address pay equity?

The Make It Work Campaign recommends:

Transparency: Make relevant information about wages by job category available so that employees can make sure they are earning equal pay for equal work. These are not individual salary listings. Employers could be required to make this information available to the public via an online database managed by the Department of Labor. Or equal pay report could be published with a listing of data on total compensation for job categories by sex, race, ethnicity, hours worked, and the number of employees.

The Paycheck Fairness Act: This law would stop employers from retaliating against employees who share information about their wages, and would hold employers who do discriminate accountable. Would allow women to receive the same remedies for sex-based pay discrimination as are available to those victims of racial discrimination. Could include training and technical assistance as well as data collection and research.

Raise the Wage Act: Would raise the minimum wage to \$12/hour and calls for one fair wage, rather than a separate wage for tipped workers. Other states are adopting a \$15 wage by 2020.²

AAUW recommends:

Fair Pay Act: The Fair Pay Act would require employers to provide equal pay for work of equal value, whether or not the jobs are the same. This legislation addresses equal pay for women working in female-dominated jobs equivalent to jobs traditionally dominated by men. The legislation would ban retaliation, require employers to file wage information with the Equal Employment Opportunity Commission, eliminate the "gag rule" on wage disclosure, and prohibit employers from reducing wages to comply with pay equity requirements.

Key elements to be addressed in any legislative proposal:

- Covering employee costs (of bringing a discrimination case) and higher employer fines
- Clarifying the law's exceptions for employers
- Protecting wage transparency
- Prohibiting the use of salary history in hiring decisions³

² Source: Make It Work, <http://www.makeitworkcampaign.org/wp-content/uploads/2015/06/Equal-Pay-Proposal-For-Web-6.4.15-FINAL.EN-1.pdf>

³ Source: AAUW, <http://www.aauw.org/what-we-do/public-policy/aauw-issues/gender-pay-gap/>



NEVADA COALITION FOR WOMEN'S EQUITY

Fair pay legislation in Nevada:

Several bills address pay were proposed and debated in the 2015 legislative session:

- SB 190 Fair pay legislation (Did not get a hearing)
- SB 167 Fair pay legislation (Passed the Senate, no vote in the Assembly)
- BDR 1067 Fair day's pay for a fair day's work for women (Not introduced)
- BDR 785 Resolution in support of the Paycheck Fairness Act (Not introduced) BCR 786 Resolution in support of the Equal Rights Amendment (Not introduced)

SB 167 and SB 190 both would have extended the time period during which a victim can raise the issue of unfair pay (basically, anytime after they are paid inequitably). SB 167 would have allowed for three years of back pay, while SB 190 would have allowed for 2 years. SB 190 went further by allowing victims to recover attorneys' fees, compensatory damages and a civil penalty. SB 190 also would have prevented employers from retaliating against employees who discuss or disclose their salaries. Neither bill passed.

Recommendation: Support fair pay legislation

Addressing the issue of fair pay could fundamentally improve the lives of most Nevada families. And it is just the right thing to do. Should the Nevada Commission on Women want to support pay equity legislation they could take the following steps:

- Compile additional research on:
 - Existing laws to protect Nevada families
 - The need for and impact of pay equity in Nevada
 - What priorities the legislation should cover
- Write up a legislative proposal
- Find a legislator to sponsor your legislative proposal
- Enlist the support of individuals and organizations to promote pay equity legislation

The Nevada Coalition for Women's Equity strongly urges the Commission to support pay equity legislation, and our members will work with you to support this policy goal.

Thank you for your consideration.

Submitted by:

Elisa Cafferata, President & CEO NACAP
550 W. Plumb Lane c/o UPS Mail #B-104, Reno, NV 89509
info@NevadaAdvocates.org 775-412-2087 on behalf of:

Nevada Coalition for Women's Equity
Email any questions to Equity4NV@gmail.com



NEVADA COALITION FOR WOMEN'S EQUITY

APPENDIX - 2016 Commission for Women Priorities:

Economic:

- Employment and earnings
- Equal pay
- Women in management
- Women in business
- Employment & occupational training ((also listed in education)
- Poverty and opportunity
- Leadership
- Promoting work-life balance for moms (also in health)
- Poverty
- Poverty & opportunity

Civic engagement:

- Leadership (also listed in economic)
- Political participation
- Political participation from the Nevada Report Card summary
- Increase the number of registered women voters (community outreach, public service & early education plus assistance to seniors)

Health:

- Health & well being
- Access to medical care
- Maternity leave
- Promoting work-life balance for moms (also in economic)

Safety:

- Permanent protection order for victims of domestic violence
- Human trafficking
- Domestic violence

Education:

- Employment & occupational training (also listed in economic)



NEVADA COALITION FOR WOMEN'S EQUITY

ABOUT THE NEVADA COALITION FOR WOMEN'S EQUITY

The Nevada Coalition for Women's Equity is an alliance working on equity issues to make a significant impact in the lives of women and families in Nevada: pay equity, access to birth control, increasing the minimum wage, paid family / sick / care leave, domestic workers rights, and affordable child care.

The Coalition members are:

- ☐ AAUW Nevada
- ☐ League of Women Voters of Nevada
- ☐ Make It Work Campaign
- ☐ National Association for the Advancement of Colored People (NAACP)
- ☐ Nevada Advocates for Planned Parenthood Affiliates
- ☐ Nevada Women's Lobby
- ☐ Progressive Leadership Alliance of Nevada (PLAN)
- ☐ Women of Washoe-WOW, chapter of Alliance for Retired Americans

E. E. Caffratta

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March 2016

To: Candidates for Nevada State Legislature

From: Nevada Coalition for Women's Equity



The Nevada Coalition for Women's Equity is an alliance working on equity issues to make a significant impact in the lives of women and families in Nevada. We are conducting a survey of candidates for Nevada State Senate and Assembly regarding their positions on these issues. We will not be endorsing candidates. However, we are interested in knowing where you stand on policies important to the 52 percent of Nevada's voters who are women. The results of this survey will be published and distributed to the members of each of the coalition organizations prior to primary voting in June and the November general election.



The Coalition members represent thousands of Nevadans:

- AAUW Nevada
- League of Women Voters of Nevada
- Nevada Advocates for Planned Parenthood Affiliates
- Nevada Women's Lobby
- Progressive Leadership Alliance of Nevada (PLAN)
- Women of Washoe-WOW, chapter of Alliance for Retired Americans



We appreciate your willingness to run for political office and ask that you share your viewpoints through this survey. Email any questions to Equity4NV@gmail.com or call Bonnie Barber at (775) 323-7658. Please complete the survey at <https://www.surveymonkey.com/r/Equity4NV> by April 15, so that we may get the results to our members before early voting begins on May 28.

Thank you for your participation in this survey.

Will you support enforceable pay equity legislation (equal pay for equal work)?

Yes

No

Undecided

Will you support increased access to affordable birth control and family planning?

Yes

No

Undecided

Will you support an increase in the minimum wage to \$15 per hour by the year 2020 for Nevada's workers?

Yes

No

Undecided

Will you support mandatory paid leave for illness, maternity and paternity leave, and family care?

Yes

No

Undecided

Will you support legislation to protect domestic workers' rights (wages, working conditions, deductions for food and lodging, and time off)?

Yes

No

Undecided

Will you support legislation ensuring affordable child care for working families (not greater than 10 percent of household income)?

Yes

No

Undecided

Will you support strong enforcement of Title IX, a law that prohibits gender discrimination in education?

Yes

No

Undecided

Please use this space to provide any additional thoughts or remarks about these issues.